

Amity School District Employee Insurance Policy

Code: **GCBC/GDBC**

Amity School District 4J

Adopted: 2/8/89 Revised/Readopted: 6/24/92, 9/8/99

Associated Payroll Costs

The Board may, at its discretion, pay insurance premiums for district employees. Such insurance will be provided and notice given in compliance with any rules of the carrier regarding domestic partner benefits, current relevant collective bargaining agreement, Board policy and state and federal law.

When insurance is provided at district expense, the carrier will be selected by the Board. Selection will be made annually with consideration given to service, cost and the program provided.

School district employees will cease to be eligible for district-paid insurance programs the last day of the calendar month in which eligible employment is terminated.

Employees eligible at the close of the school year who have been rehired by the district for eligible employment the following school year will be considered eligible during the interim.

In keeping with recent Federal and State legislation, the Amity School District will extend the benefit of "continuation coverage" health insurance to all employees eligible positions under the law.

Coverage under this policy will be identical to that provided to other employees in like employment positions.

Eligible employees must notify the district within a sixty (60) day period from the date of retirement, termination, reduction in hours or layoff that they choose to continue with the district sponsored health plan. Premiums for continuation coverage will be paid by the employee. A two-percent administration charge of the actual cost of coverage will be added to the premium. An employee may opt to pre-pay a six-month premium and avoid the service charge. Premiums must be received no later than the last Wednesday of each month for the following month's premium.

Those former employees covered by continuation coverage are responsible for notifying the district when such coverage is no longer needed, or of the necessity of moving to an individual plan occurs, whichever is sooner.

Fringe benefits accrue on either a monthly or hourly basis. With respect to monthly-accrued benefits, to accrue a month's benefits, eligible employees must be on district-paid status for at least one-half (1/2) of the available work days in that month.

Hourly accrued benefits, except overtime, will be based upon actual hours worked, including paid vacation time, paid holiday time, and paid sick leave. Eligibility for fringe benefits for both licensed

and classified employees are as outlined within the respective collective bargaining contracts.

Associated Payroll Costs – GCBC/GDBC

(continued)

Overtime compensation will be paid based upon actual hours worked.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, P.L. 99-272, Title X, Section 10003, 100 Stat. 232. Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461. Tanner v. Oregon Health Sciences University, 157 Or App 502 (1998).